

**CITY OF CHULA VISTA COUNTER PROPOSAL TO MM/PROF/SEIU 221  
REGARDING SALARY ADJUSTMENTS**

PROPOSAL #\_\_\_\_  
DATE: June 6, 2013

**MM/PROF/SEIU**

The City presented its wage proposal to MM/PROF/SEIU, which MM/PROF/SEIU rejected. MM/PROF/SEIU then countered with its wage proposal. The City provides the following response.

**CONCERN:**

The City seeks to implement the compensation component of its Quality Work Force Program by providing an increase in wages to those below the top middle one-third market rate ("66% of market") and \$1000 stipends for others as set forth below.

**CITY COUNTER PROPOSAL:**

City of Chula Vista proposal to MM/PROF/SEIU 221:

Section II [Compensation], Subsection A [Wages], Article 2.01 [Wages], paragraph II shall now read:

II. Salary adjustments shall be made as follows:

A. For Fiscal-Year ("FY") 2013-14:

1. MM/PROF/SEIU represented employees in classifications identified by the City in Attachment 1 shall receive a 3% salary adjustment on the pay period starting July 12, 2013.
2. MM/PROF/SEIU represented employees in classifications identified by the City in Attachment 2 shall receive a 2% salary adjustment on the pay period starting July 12, 2013.
3. MM/PROF/SEIU represented employees in classifications identified by the City in Attachment 2 shall receive a 1 % salary adjustment on the pay period starting July 12, 2013.
4. MM/PROF/SEIU represented employees who are not receiving salary adjustments set forth on paragraphs 1, 2, and 3 above and who have not received a raise in the last four (4) years shall receive a one-time stipend in the amount of \$1000 on or before September 13, 2013. This one-time stipend is not intended and does not meet the definition of compensation outlined in the California Code of Regulations and therefore is not reportable compensation to CalPERS.

B. For Fiscal-Year 2014-2015:

1. There shall be no automatic salary adjustments. However, the City would endeavor to in good faith, but cannot commit and is not required to, provide additional salary adjustments in FY 2014-15 based upon the City Manager's determination that salary adjustments are feasible based upon, but not limited to, consideration of the following financial indicators:
  - The Five Year Financial Forecast prepared by the Finance Department reflects a structurally balanced budget during the term of the next possible salary adjustment increases during the re-opener period set forth in this paragraph.
  - Assessed Value increased greater than the 2% CPI based on the most recent report from the County of San Diego.
  - General Fund total operating reserves have remained stable from the prior fiscal year.
  - Sales Tax Trends reflect average increases in the past three consecutive reporting periods when compared to the same reporting periods in the prior year.
2. To allow for salary adjustment increases contemplated in paragraph (B)(1), above, the City may reopen the MOU at any time starting in the in the month of February 2014 for salary adjustment increases, that would be implemented during the FY 2014-2015 time period. If the City does not reopen the MOU pursuant to this section, then MM/PROF/SEIU represented employees shall receive a one-time stipend in the amount of \$1000 at a date prior the end of the 2014 calendar year. This one-time stipend is not intended and does not meet the definition of compensation outlined in the California Code of Regulations and therefore is not reportable compensation to CalPERS.

C. For Fiscal-Years 2015-2016 and 2016-2017:

1. There shall be no automatic salary adjustments. However, the City would endeavor to in good faith, but cannot commit and is not required to, provide additional salary adjustments in FY 2015-2016 and FY 2016-2017 for those classifications determined by the City Manager to be below 66% of market based upon the City Manager's determination that salary adjustments are feasible based upon, but not limited to, consideration of the following financial indicators:
  - The Five Year Financial Forecast prepared by the Finance Department reflects a structurally balanced budget during the term of the next possible salary adjustment increases during the re-opener period set forth in this paragraph.
  - Assessed Value increased greater than the 2% CPI based on the most recent report from the County of San Diego.
  - General Fund total operating reserves have remained stable from the prior fiscal year.

- Sales Tax Trends reflect average increases in the past three consecutive reporting periods when compared to the same reporting periods in the prior year.
- 2. To allow for salary adjustment increases contemplated in paragraph (C)(1), above, the City may reopen the MOU at any time starting in the month of February for FY 2015-2016 and February 2016 for FY 2016-2017 for salary adjustment increases for those that are determined by the City Manager to be below 66% of market, that would be implemented during the corresponding fiscal year.

C. MOU TERM: The MOU expires on June 30, 2017.

**RESULT:** The City's proposal moves towards its goal of increasing wages to those classifications that are below the top middle one-third-market rate (66% of market). For Fiscal-Year 2013-2014, an estimated 49 of 63 MM/PROF/SEIU represented employees will receive a percentage increase and an estimated 14 MM/PROF/SEIU represented employees will receive a \$1000 stipend. For Fiscal-Years 2014-2015 and 2015-2016, wage increases will be determined via a re-opener that is to be used for salary increases only.

[END]

## ATTACHMENT 1

The following classifications shall receive a 3% salary adjustment as set forth in the MOU:

### Classification

DEVLPMT SVCS COUNTER MGR

OPEN SPACE MANAGER

PUBLIC WORKS MANAGER

SR MANAGEMENT ANALYST

PRINCIPAL MANAGEMENT ANALYST

RECORDS MANAGER

PRINCIPAL RECREATION MANAGER

OPS&TELECOM MGR

GIS MANAGER

**3% Group/10 FTE's**

[END]

## ATTACHMENT 2

The following classifications shall receive a 2% salary adjustment as set forth in the MOU:

Classification
POLICE SUPPORT SERVICES MGR
SR RISK MANAGEMENT SPECIALIST
FLEET MANAGER
ANIMAL CARE FACILITY MGR
SR PROGRAMMER ANALYST
CONSTRUCTION & REPAIR MGR
CUSTODIAL & FACILITIES MANAGER
BLDG PROJECT MANAGER

**2% Group/11 FTE's**

[END}

### ATTACHMENT 3

The following classifications shall receive a 1% salary adjustment as set forth in the MOU:

LANDSCAPE ARCHITECT  
SR PUBLIC SAFETY ANALYST  
LIBRARY DIGITAL SERVICES MGR  
PRINCIPAL LIBRARIAN  
SR LIBRARIAN  
PRINCIPAL CIVIL ENGINEER  
SR APPLICATION SUPPORT SPEC  
EMS NURSE COORDINATOR  
PARKS OPERATIONS MANAGER  
ENVIRON SVCS PROG MGR  
SR PLANNER  
SR PROJECT COORDINATOR  
PRINCIPAL PLANNER  
PRINCIPAL ECONOMIC DEV SPEC  
PRINCIPAL PROJECT COORDINATOR  
WASTEWATER COLLECTIONS MANAGER  
CRIME LABORATORY MANAGER  
**1% Group/FTE's 28.5**

[END]